

Pollux Properties Ltd.

Together We Build Excellence

Sustainability Report FY2018

Contents

1	About this Report	1
2	Message from the CEO	2
3	Overview of the Group	4
4	Business Philosophy and Values	5
5	Approach to Sustainability	7
6	Stakeholder Engagement	8
7	Environmental Compliance	9
8	Our People, Our Community	10
9	Creating a Healthy, Safe and Conducive Workplace	15
10	Training and Education	17
	GRI Content Index	19

This sustainability report has been prepared by the Company and its contents have been reviewed by the Company's Sponsor, SAC Capital Private Limited (the "Sponsor"), for compliance with the relevant rules of the Singapore Exchange Securities Trading Limited (the "SGX-ST").

The Sponsor has not independently verified the contents of this sustainability report. This sustainability report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this sustainability report including the correctness of any of the statements or opinions made or reports contained in this sustainability report.

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1 About this Report

Pollux Properties Ltd. (“Pollux” or the “Company”, and together with its subsidiaries, the “Group”) is pleased to present our inaugural sustainability report covering our sustainability efforts for the financial year ended 31 March 2018 (“FY2018”).

As one of the property developers in Singapore, we place strong emphasis in creating sustainable value for our shareholders and customers. We are committed to applying best practices in our sustainability reporting and ensuring transparency for our various stakeholders.

Reporting Scope and Period

This sustainability report provides an overview of Pollux’s sustainability performance as well as its strategies and practices, while highlighting the economic, environmental, and social impacts of the Company’s activities and developments. To reaffirm our commitment towards sustainability, our sustainability report will be published no later than 31 August on an annual basis from the financial year ending 31 March 2019 (“FY2019”) onwards. This report focuses on the Group’s sustainability efforts and strategies for the period from 1 April 2017 to 31 March 2018.

Reporting Process

In each reporting cycle, Pollux’s Sustainability Reporting Working Committee (“SRW Committee”), in consultation with the Board of Directors, reviews the content of the sustainability report to determine its relevance to our business, as well as to ensure that the current and emerging material issues of significance pertaining to sustainability and the interests of our stakeholders are addressed.

GRI Guidelines

We would like to inform our stakeholders that we are benchmarking our sustainability efforts in accordance with the Global Reporting Initiative (“GRI”) Standards.

The GRI Sustainability Reporting Guidelines provide a globally recognised framework for companies to measure and communicate their environmental, economic, social and governance performance. We have prepared our sustainability report in accordance with the GRI Standards - Core option, and in accordance with SGX Catalist Rule 711B. We have not sought external assurance for this sustainability report.

Feedback

We welcome your questions and value feedback from our stakeholders as it allows us to continually improve our sustainability policies, processes and performance. Kindly address all feedback to the SRW Committee at sr@pollux.com.sg. Your feedback is important to us so that we can improve on our sustainability practices.

2 Message from the CEO

Dear Stakeholders,

It is my pleasure to present our Sustainability Report for FY2018. This report comprises information and data in the past 12 months of our last Financial year from 1 April 2017 to 31 March 2018 and its focuses on our principal business as property development and property investment segment.

FY2018 ushered in a positive reversal to the property sector in Singapore. The latest statistics released by the Urban Redevelopment Authority (“URA”) for the first quarter of 2018 pointed to both price and rental growth in all three segments – residential, commercial spaces and retail spaces – of the property sector.

Recognising this potential, we acted fast to complete the acquisition of Pollux Alpha Investments Ltd (“PAI”, together with its subsidiaries, “PAI Group”) in FY2018. PAI adds 15 premium commercial and residential properties to the Group’s asset portfolio, which will strengthen and improve the stability of our recurring income.

The Group also expects the operating environment and conditions to be challenging due to stiff market competition. Nevertheless, we strive to do our best and look at various ways to protect our business.

Forward Strategy

Underscoring our strategy to build the Group’s recurring income base, we have acquired PAI and its portfolio of 15 premium commercial and residential properties during FY2018 which helped to bolster our existing portfolio of two (2) retail properties along Balestier Road as well as our Louis Kienne Serviced Residences (“LKSR”).

In addition, we are positive about the growth prospects of our fund management associate, Stirling Fort Capital Pte. Ltd., which is also in the business of collecting stable and recurring fees each year. Stirling Fort Capital Pte. Ltd. has secured the management of fresh fund management contracts, which is expected to boost its assets under management and management fees for FY2019.

We will continue to fortify our fee-based income business in FY2019. We firmly believe this will help provide greater income visibility and stability for Pollux Properties. We expect opportunities in the hospitality industry and more fund management activities to underpin this potential growth area. We are also actively looking to enlarge our existing portfolio of assets as well as diversifying into overseas markets.

Business Outlook

In the first quarter of 2018, statistics from the URA revealed that private residential property prices

rose 3.9%. This was the third consecutive quarter of price hikes since posting 15 consecutive quarters of declines dating back to 2013.

URA statistics also pointed that rentals of private residential properties have decreased by 1.0% in 4th quarter of 2018, compared with the 0.3% increase in the previous quarter. For the whole of 2018, rentals of private residential properties increased by 0.6%, compared with the decline of 1.9% in 2017.

On the office space front, prices rebounded by 2.4% in the fourth quarter of 2018. Similarly, office rents climbed 0.5% in the fourth quarter of 2018, compared with the 2.5% increase in the previous quarter. For the whole of 2018, prices of office space increased by 5.7%, compared with the decline of 2.4% in 2017; while rental of office space increased by 7.4%, compared with the increase of 0.4% in 2017.

According to the Singapore Tourism Board (“STB”), both tourism receipt and visitor arrivals for 2017 registered record highs for two consecutive years. This has translated to an increase in the standard average occupancy rates for hotels in the first three quarters of 2018 to 86.9%.

This bodes well for LKSR which recorded occupancy rates of 79% and continue to receive a healthy number of enquiries. One risk area for our serviced residences business is the announcement by URA, dated 30 June 2017, to reduce the minimum rental period of private homes from six months to three months.

Despite growing tailwinds in the property sector, we will retain prudent stance when sourcing for viable opportunities to replenish our land banks with accretive land and continue expanding our portfolio of investment properties.

Barring any unforeseen circumstances, the Group believes that the operation of LKSR, growth of our associate fund management company, Stirling Fort Capital Pte. Ltd., as well as PAI will widen in 2018.

Engaging Stakeholders

FY2018 was an eventful year for the Group and we have delivered quality properties at our developments despite the setbacks we faced. This would not have been possible without the dedication and teamwork of our management team and employees.

At this juncture, we would like to express our deepest appreciation to all our stakeholders, including our customers, business partners, principals and our employees for their continuous support as we know that our success will not be possible without you all. With your continuous support, we look forward to taking on new challenges and embracing diverse opportunities for the Group in FY2019.

Mr Nico Purnomo Po
Executive Director and Chief Executive Officer

3 Overview of the Group

Corporate Profile

Pollux Properties Ltd. is a property developer in Singapore with an exclusive focus on the development of residential and commercial properties.

The Group actively engages in the business of developing premium real estate projects, with the key aim of creating homes reflecting the philosophy of lavish and modern living.

Pollux develops high-end real estate projects with distinguished style and luxurious quality. We are committed to develop iconic residential as well as commercial properties. Pollux looks forward to embarking on many more projects that will give the Group a greater presence in the property market both as a developer and investor.

For details of our projects, please refer to our website <http://pollux.com.sg/> or our FY2018 Annual Report.

Vision

To be a premier multi-national corporation creating iconic luxury property development in the region.

Mission

To create innovative landmark development of perennial value to the community and achieving sustainable higher returns to our shareholders

Financial Highlights

The Group has recorded a revenue of **S\$15.3 million** for FY2018 and gross profit margins improved by 13.8 percentage points from the previous financial year ended 31 March 2017.

Employee Information

As at 31 March 2018, Pollux has a total of 32 employees. Embracing strength in diversity, we hire employees of different ages and genders.

4 Business Philosophy and Values

Corporate Philosophy

Excellence in crafting great homes and plush communities start by working with leading interior designers and suppliers of the best home fittings.

Relationships built on integrity and trust is important to us because we believe in building homes, not just apartments.

Refined luxury to us means tasteful finishing and intricate pairings. Simply put, we are making it a point to fuss over every detail even when you are not.

Passion for details sets Pollux apart. We are constantly in the search of the best materials befitting your dream home. We want to make moving in a pleasure and living as leisurely as possible. That's why we call it home, it's the way living is meant to be.

Sustainability should be at the start of every venture and not its end. Pollux works with a clear end in mind. That means sharing our vision of great dwelling places and plush communities with our customers, a robust business for our investors and a responsibility to share our success with the community.

Engaging the Environment and our Employees

Pollux is committed to protecting and conserving the environment that our business operates in. Initiatives have been taken to develop buildings which comply with the guidelines set by the local building authorities. We adopt strategies that are environmentally sustainable by incorporating more greenery, landscaping, better facilities and innovative house design into our projects. The Group has also adopted the International Organisation for Standardisation (ISO) 9001 in Quality Management and ISO 14001 in Environmental Management as well as Occupational Health and Safety Management System (OHSMS) 18001 to our employees' health and safety.

The Group also provides opportunities for employees to improve their skillsets and knowledge to increase workplace productivity and job satisfaction. The Group also embarked on Occupation Safety and Health Programmes to raise awareness amongst our employees on the importance of adopting an active and healthy lifestyle. The Group strives to fulfil the rights and obligations of employees in accordance with the applicable laws and regulations. Employees also actively engage themselves through social and recreational interaction and employee bonding activities.



Community Involvement

Corporate social responsibility (“CSR”) is embedded in our corporate culture and forms an integral part of our business direction. We are guided by our belief that the inclusion of community interests into our business processes supports the long-term interests of the Company and our stakeholders. With our proactive approach to promote CSR, we seek to elevate our corporate image and attract investors. As we place greater value to social inclusiveness and integration, this would also provide the platform for our employees to work in positive workplace to boost employee engagement and increase productivity at work. We strongly encourage our employees to recycle items and reduce wastage through donation of unwanted usable items and participate in volunteering activities. We believe that when our employees contribute their time and effort to worthy causes, they would in turn develop professionally and personally, with a greater sense of purpose.



Membership of Associations

The Group is also part of the membership of Real Estate Development Association Singapore (“REDAS”) since year 2011.

The Group has taken part on the REDAS Members Networking Session on 7 April 2017.

Certifications and Awards

The Property Guru Asia Property Awards is one of the region’s most respected real estate awards programme. Covering more than a dozen countries across Asia, rewarding only the best developers and developments at a domestic and regional level, the Awards provide a benchmark of excellence for Asian real estate. This Award programme has an unparalleled reputation for being credible, fair and transparent, whereby all entries are rigorously and fairly judged by an independent panel of industry experts and assessed by a trusted awards supervisor.

In the Property Guru Asia Property Awards, the Group has been awarded as one of the highly commended developer in the “Best Boutique Developer” category for year 2017.

Besides, the Group has also been certified by various certifications namely ISO 9001; ISO14001; and OHSAS 18001 since 27 August 2015.

5 Approach to Sustainability

Our Approach

Pollux has considered sustainability issues as part of the strategic formulation of the Group. We strive to create long term value for our stakeholders. We have established the SRW Committee to oversee the development of the sustainability strategy, sustainability performance and monitoring, as well as the production of this sustainability report. We also actively participate in initiatives in line with our sustainability approach.

SRW Committee Structure

The SRW Committee is led by the Chief Executive Officer and the Financial Controller and includes the senior management personnel of all our business functions.

Materiality Assessment

The materiality assessment forms an integral part of our dialogue with our stakeholders. By communicating with them on the key topics, we gain a better understanding of their different views and perspectives. This in turn enables us to actively address important issues and challenges and to report on them transparently.

Hence, the Group is committed to undertaking the materiality assessment regularly. We believe by doing so, it will help us to identify new trends, evolve our strategy accordingly and tailor our reporting to align it to the interests and needs of our business and our stakeholders.

Our Materiality Process

Pollux conducted its first formal materiality assessment in FY2018, to identify and prioritise issues that are most relevant and significant to the Group and its stakeholders. These issues are mostly linked to the Group's overall strategy and other major areas of corporate sustainability.

The SRW Committee evaluated each material factor based on the influence on stakeholder decisions and significance of environmental and social impact.

Material Factors

The SRW Committee has identified the following material factors for FY2018.

1. Environmental Compliance
2. Employment
3. Occupational Health and Safety
4. Training and Education

As we strive to improve our level of transparency and timely communication to all our stakeholders, we will continuously monitor and review other potential key factors in the following years.

6 Stakeholder Engagement

Pollux regularly engage with and consult our diverse groups of stakeholders to understand our stakeholders' expectations and opinions, so as to align their needs in our business decisions. Our stakeholders are classified into four main groups – Employees, Customers, Shareholders/Investors and Business Partners. We strive to achieve greater effectiveness for our stakeholders through identifying focus areas and streamlining our processes.

We actively engage our key stakeholders through the following channels:

Key Stakeholders	Modes of Engagement	Topics of Concern
Employees	<ul style="list-style-type: none"> Occupational health and safety talks Performance appraisal Staff training Monthly Staff Dialogue sessions 	<ul style="list-style-type: none"> Remuneration and Benefits Provide training and progressive career development opportunities
Customers	<ul style="list-style-type: none"> Annual reports Showflat brochures 	<ul style="list-style-type: none"> Quality of housing
Shareholders and investors	<ul style="list-style-type: none"> Annual reports Shareholders' meetings Corporate announcements and circulars Half-yearly and full-yearly financial results announcements Investor relations management 	<ul style="list-style-type: none"> Financial and operational performance of the Group Corporate governance and sustainability practices Business strategies
Business Partners	<ul style="list-style-type: none"> Assessment of contractors and suppliers on occurrence of accidents 	<ul style="list-style-type: none"> Health and safety Environmental compliance

Supply Chain

As a sustainable property developer, Pollux is committed to manage its supply chain across the entirety of its project life cycle, from its initiation, design development stage, construction to operation stages. This will allow the Group to effectively manage its contractors, as well as its diverse services, materials and equipment required to deliver the large-scale projects in the business environment we operate in.

In selecting our project's contractors, they are assessed under stringent criteria, which includes, amongst others, past track records, financial strength as well as commitments towards high quality, health and safety standards. We also work together with our contractors to ensure that the operations comply with the local government and other applicable legal requirements.

7 Environmental Compliance

We believe that adhering to our Group's codes, policies and procedures and applicable laws and regulations is critical as they underpin our stakeholders' trust and our license to operate. We have zero tolerance for non-compliance and encourage our stakeholders to report any incidences via our established whistle blowing channels. We relied on consultants to provide guidance and advice, and with the contribution of everyone's combined effort, we are proud to share that the Group had no incident of non-compliance with environmental and socioeconomic laws and regulations during FY2018. It is of our utmost importance that we maintain this unblemished record.

Supplementary environment protection measures

We are highly aware of the impact of our business on the world's carbon footprint, hence we are continually striving to be more environmentally friendly. At Pollux, we promote a holistic approach to sustainability, focusing on effective resource utilization, energy cost effectiveness to promote responsible resource consumption.

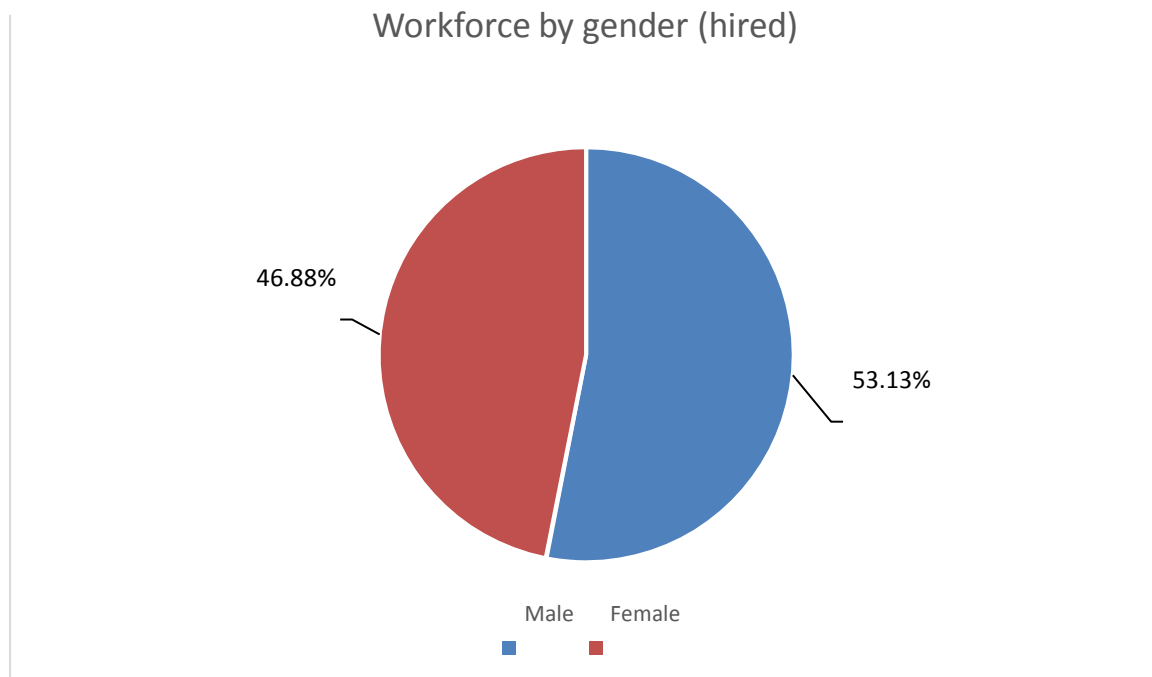
Since 2014, Pollux started the practice of installing individual metres in each service apartment for LKSR. This increases the accountability of each tenant, as well as the transparency of utility bills. The usage threshold is agreed beforehand, and our tenants would have to absorb the extra usage, if the usage exceeds the threshold. We believe this contributes significantly in keeping the energy consumption levels low in recent years. Additionally, for all the long-term residents (ie guest who will stay more than 1 month), the house-keeping service will be scheduled twice per week, and residents will be reminded that used towel or linen should be placed at the designated areas, if required to change, to avoid unnecessary change or replacement.

8 Our People, Our Community

With the rapid technological and market changes in our industry, it is vital for our employees to keep themselves abreast of the latest industry developments and be equipped with the proper knowledge for the future. We are committed to creating an inclusive and cohesive environment where our employees share their visions and aspirations for the businesses while growing and developing together with the Group. In this respect, we are committed to develop our people through skills-building and leadership opportunities to unleash the potential in our future leaders.

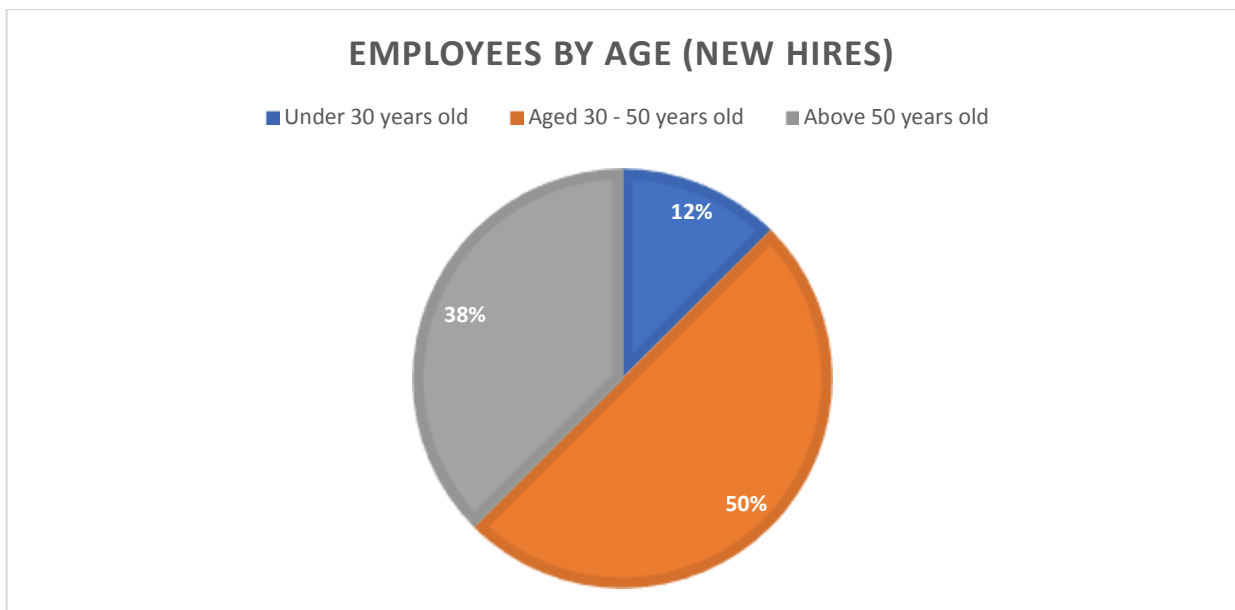
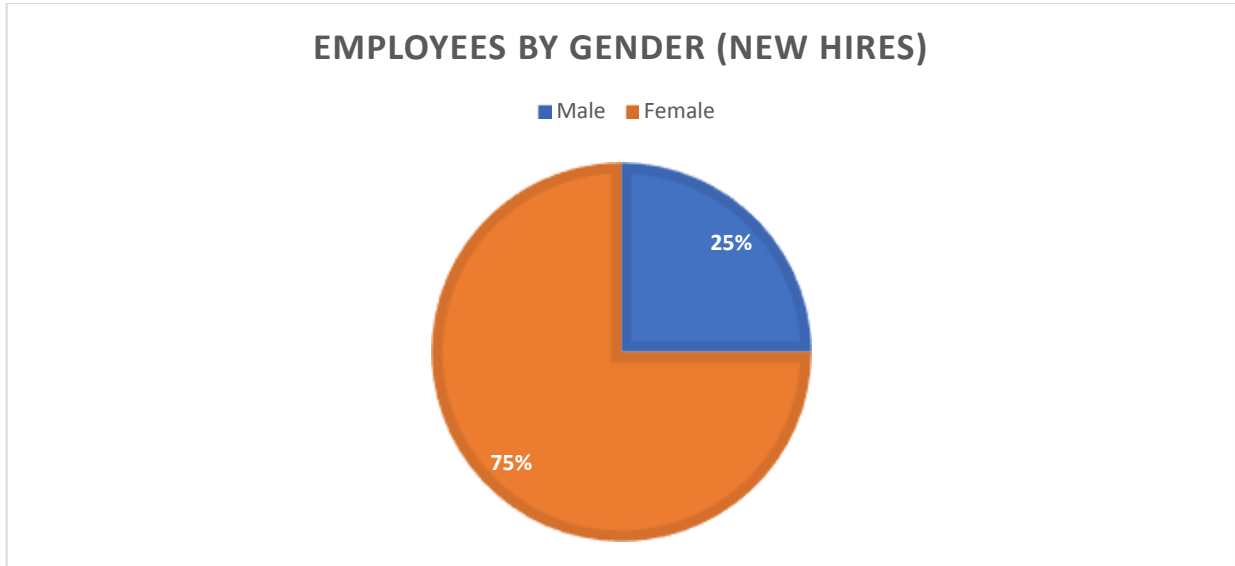
As part of our dedication to developing our people, we strive to create an inclusive working environment where every employee is valued, and individual performance is recognised. We value the key role of diversity in developing a competent and efficient workforce, and we have conducted various programs, training courses and workshops aiming to strengthen our people's appreciation for diversity. Furthermore, we provide equal opportunities for all employees without discrimination. We are committed to maintaining a talented, dedicated and diverse workforce and to providing equal opportunities in employment.

As at 31 March 2018, Pollux has a total number of 32 employees. We believe in providing a diverse, inclusive and collaborative work culture, as well as an environment that values differences to achieve better business results. We employ qualified candidates without any discrimination against age, gender, race, marital status, nationality or religion. Female employees are well represented across all levels of the organization, in both senior leadership and key technical roles.



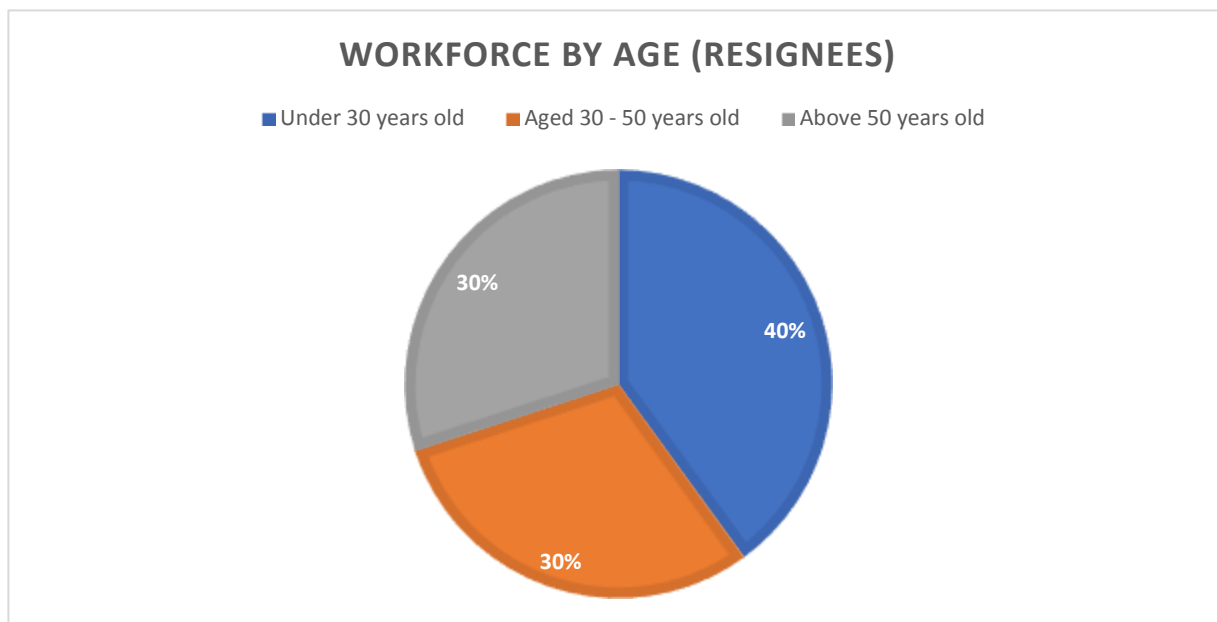
New Hires

There were 8 new hires in FY2018. The new hires come from various age groups, with 13% below 30 years old, 37% above 50 years old and the remainder were aged between 30-50 years old. Although there were only 25% of the new hires that were males, we currently have a healthy balance of female-to-male ratio in FY2018.



Resignations

Of the 10 employees that left our Group in FY2018, 30% were between 30-50 years old and 40% were under 30 years old, with the remaining 30% being above 50 years old. Turnover by gender was geared at 30% for men and 70% for women respectively.



Pollux is desirous in maintaining a strong and healthy workforce, with a balance between the turnover and retention rate. Employment for high-skilled positions remain stable, with organisational operations consistent and key management personnel unchanged.

Going forward, Pollux aims to further strengthen our employee retention numbers by 5 - 10% on an annual basis, with the commitment to develop our talent pool and to ensure sustainable operation management. We aim to achieve our goals with the following initiatives:

- To empower employees through skills-based training and career development opportunities;
- To engage employees by conducting regular dialogue and feedback sessions between employees and management;
- To review employee remuneration and benefits every year by benchmarking with industry average; and
- To further enhance employee welfare, such as introducing and promoting flexible work arrangements by utilizing Work-Life Grant by the Singapore government.

Benefits and Welfare

At Pollux, we value and recognise our people's contributions through rewards and benefits, hence we customize the benefits according to the staff's needs and wants. In addition to our current remuneration, we also offer a competitive benefit package to help recruit and retain talent, which includes but are not limited to:

Item	Employment Benefits	Descriptions
1	Holistic set of benefit allowances	These are intended for the employees' supplemental benefits, which includes: (a) Meal allowance (b) Laundry & dry-cleaning allowance (c) Mobile phone allowance (d) Transportation allowance (e) Entertainment allowance (f) Dental allowance (g) Medical allowance
2	Insurance	All our employees are under the coverage against death, total and permanent disability. This accords them with some degree of financial protection.
3	Hospitalization and surgical coverage	This system eases the financial burden on our employee's family in the unfortunate event which the employee has to get hospitalized or undergo surgery.
4	Staff room discount	Employees are entitled to staff discount with special rates rewarded, subject to appointment availability.
5	Staff birthday gift token	In order to express our gratitude, we provide a small gift token on their birthdays. We conduct a combined birthday cake-cutting session as well.
6	Annual appreciation events and festival celebrations	We have various bonding activities planned out every month for our employees, as well as a staff dialogue session for them to voice out their opinion. In addition, we hold our Chinese New Year and Christmas parties as well.
7	Leave package	The allocated number of days of leave for each employee is as per Ministry of Manpower ("MOM")'s guidelines. We put in our utmost effort in ensuring our employees have the adequate rest and an ideal work-life balance.

In addition, we constantly review our employment policies and remuneration practices to ensure compliance with the updated employment laws, in order to keep up with the best industry practices to provide the optimal working conditions for our people.

Central Provident Fund (CPF) Scheme and Contributions

The CPF is a comprehensive social security scheme co-funded by both the employers and employees which aim to provide working Singaporeans and Permanent Residents with a degree of financial confidence and security through their old age.

Pollux assist employees in making monthly contributions which are deducted from their gross monthly salaries and deposited into their CPF accounts, as a statutory requirement from the Singapore government. For employees below 55 years old, Pollux makes an additional contribution of 17% as an employer on top of the employee's 20% contribution.

Parental Leave

Pollux supports the Singapore government's pro-family legislation and adopts welfare practices to enhance this pro-family environment at the workplace. Eligible working mothers and fathers whose newborn child is a Singapore citizen are entitled to 16 weeks of maternity leave and 2 weeks of paternity leave respectively. Eligible working parents of at least one Singapore citizen child of under seven years old are entitled to 6 days of paid childcare leave annually.

In FY2018, Pollux has a 100% return to work rate. We have 1 female employee and 2 male employees who utilised their parental leave and resumed work thereafter.

We encourage and support the value and importance of the parents' involvement in caring for their young children. Hence, Pollux will continually enhance these pro-family practices and work towards building a conducive workplace for our working parents.

9 Creating a Healthy, Safe and Conducive Workplace

We believe that our people are our key assets, and we are dedicated to creating a safe and conducive workplace for our employees; workplace safety is a top priority for us. We take pride in ensuring that all our employees and contractors are competent and equipped to work safely and we also recognise and strive to fulfil our duty of care to provide a safe workplace for those who step into our premises.

To complement our commitment to work-health safety, we strive to build a workplace culture that promotes work-life balance and a healthy well-being. By placing importance in ensuring the safety and well-being of our employees, this will increase employee satisfaction and engagement, and lead to increased productivity and greater organizational performance.

Setting the Standards

Pollux currently has an ISO 9001, ISO 14001 and OHSAS 18001 certification. We have also completed and attained the highest level in the bizSAFE, a five-step programme offered by the Workplace Safety and Health (“WSH”) Council that assists companies in building their WSH capacity and capabilities.

The Group has also embarked on Occupational Safety and Health Programmes to raise awareness amongst our employees on the importance of adopting an active and healthy lifestyle. The Group strives to fulfil the rights and obligations of employees in accordance with the applicable laws and regulations.

Total Workplace Safety and Health (Total WSH)

Our project team works closely with the main contractor situated on site, to ensure that their workers are committed to high quality safety and health standards. As a result of consistent and comprehensive safety infrastructures in place as well as programmes to empower and engage our workers, we have kept our total number of fatalities and dangerous occurrences in FY2018 to zero. According to the data received from the project team, which in turn obtains information from the main contractor, we managed to maintain a clean zero percent in Accident Frequency Rate (“AFR”) ^{N1}. There was no reportable incident to MOM in FY2018.

As a pre-requisite for the ISO certification, there was an ISO audit conducted in FY2018 and no issues were noted. We have also passed the fire safety inspection by Singapore Civil Defence Force (“SCDF”) on 30 April 2018. In order to better equip ourselves in times of emergency, we have a dedicated Emergency Response team, which is headed by the General Manager, to handle all relevant matters at the service apartments at LKSR.

Holistic Skills Development Training

In-line with equipping our employees with safety knowledge and skills, we conduct monthly briefings for our employees, to ensure that each one is capable of performing safely and optimally at the service apartments.

We keep ample documentation of these briefings to monitor the actual happenings at the service apartment. At the same time, the employees may also use these to track their skills-development progress and level of competency relating to work safety. Pollux has developed a comprehensive syllabus for each department, ensuring that each worker is extensively equipped with the safety awareness and skills.

^{N1} AFR = No. of Workplace Accidents Reported / No. of Man Hours Worked x 1,000,000

Safety Drill Exercises and Site Inspections

Beyond safety at the sites, we also place paramount importance on educating our employees on having the required safety knowledge and practical skills. This extends to employees at our corporate office as well, to ensure that all employees are properly equipped to handle emergency situations. We have conducted fire safety briefings to educate our office staff and workers on handling fire accidents, as well as the necessary protocols and measures to mitigate the situation.

Fire drills were conducted at our corporate offices and emergency evacuation exercises at work sites to ensure our employees are responsive and vigilant in times of emergency.



In FY2018, we have conducted two fire evacuation drills at LKSR, with a participation rate of 100% and 82% respectively. The decrease in participation rate for the second fire drill was because some of the employees had to attend to guests that were checking in and out of the serviced residences. There were also some that had completed their shift and left the building. Both fire drills took approximately 4 minutes for full evacuation.

10 Training and Education

Training and Development

We invest heavily in skills training, education and development of our employees to stay relevant and competitive and to meet the ever-changing demands of our industry. Our training initiative begins from the onboarding of new employees, which we provide induction courses for them to integrate into our unique organizational culture. This will enable our employees, with different roles, to homogeneously function and coordinate efforts to achieve our common goal.

There are also customized targeted trainings conducted every year, for the purpose of equipping them with relevant skill sets and professional knowledge to help them realise their full potential in their careers. Our employees attended seminars and training programmes covering areas on Audit, Accounting, Taxation, Project Management and Corporate Governance Compliance. At Pollux, it is mandatory for every employee to have at least one work-related course each year in their official employment.

Average training hours in FY2018

	Male	Female
LKSR	5.5	6
Corporate office	2.2	-

Average training hours in FY2018

	Managerial	Non-managerial
LKSR	6	5.5
Corporate office	2.2	-

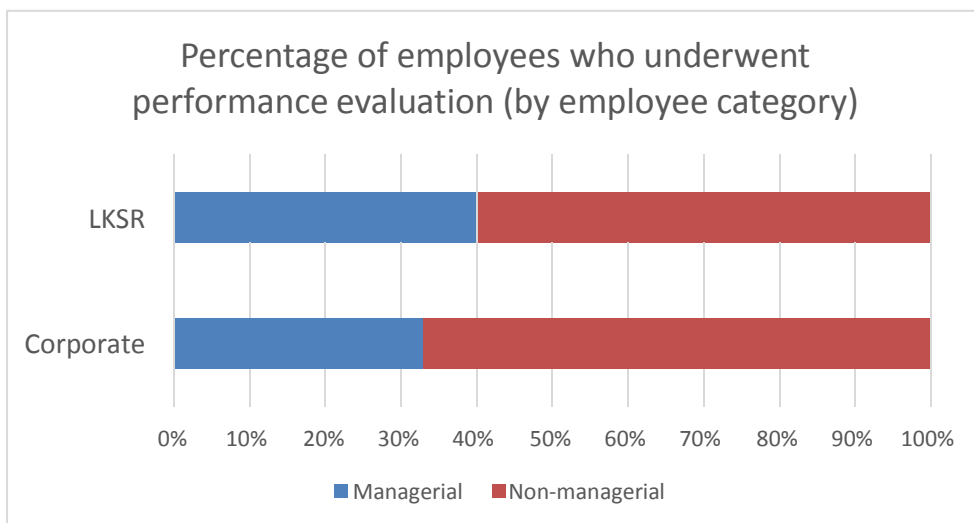
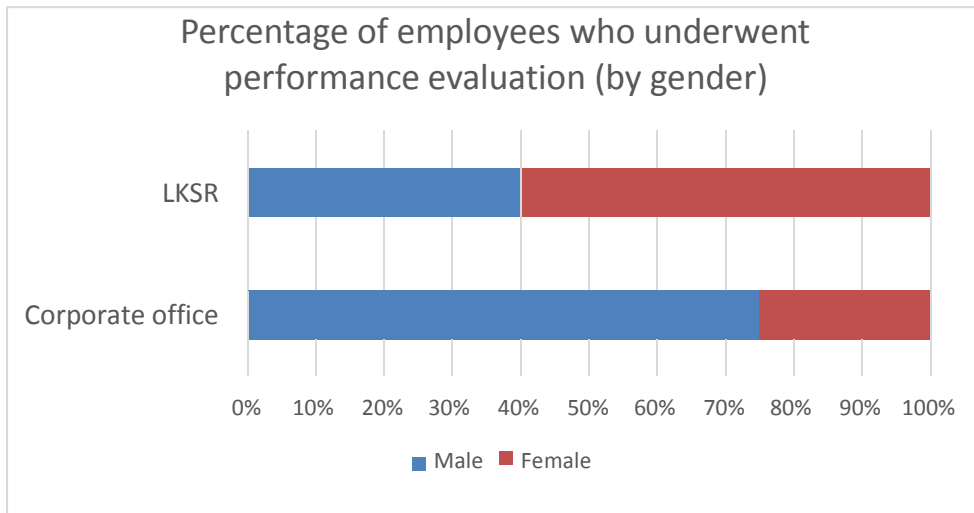
Upgrading skills

Our employees were enrolled in an Occupational First Aid Course to train them to render first aid treatment in case of an emergency at the workplace. The said course is accredited by the Learning Service Providers. Upon successful completion of the course, our employees were issued a certification with 2 years validity.

Performance and Career Development Reviews

We conduct performance evaluation reviews on a yearly basis, to evaluate employees on their skills and performance, and discuss their personal development and organizational goals. Additionally, superiors may also give constructive feedback, and insights on aspects which the employees may potentially improve on.

Probationary employees would have to undergo a Probationary Evaluation Appraisal exercise before being confirmed as a full-time employee in the Group.



At Pollux, we recognise the valuable contribution of all employees. We strongly believe in fair remuneration. All employees are assessed regularly and remunerated fairly based on their experience, qualifications and performance.

GRI Content Index

Category	Disclosure	Description	Page Reference and Remarks
GRI 102: General Disclosures	102-1 *	Name of the organization	Cover Page of Annual Report FY2018
	102-2 *	Activities, brands, products, and services	Pages 2 to 3 and 88 of Annual Report FY2018
	102-3 *	Location of headquarters	Page 18 of Annual Report FY2018
	102-4 *	Location of operations	Page 14 of Annual Report FY2018
	102-5 *	Ownership and legal form	Pages 50 of Annual Report FY2018
	102-6 *	Markets served	Pages 2 to 3 and 88 of Annual Report FY2018
	102-7 *	Scale of the organization	Employee Information (Page 4)
	102-8 *	Information on employees and other workers	Our People, Our Community (Page 10 to 12)
	102-9 *	Supply chain	Supply Chain (Page 8)
	102-10 *	Significant changes to the organization and its supply chain	Page 4 and 74 of Annual Report FY2018
	102-11 *	Precautionary Principle or approach	Our Approach (Page 7)
	102-12 *	External initiatives	Engaging the community and our employees (Page 5) Community Involvement (Page 6) Membership of Associations (Page 6) Certifications and awards (Page 6)
	102-13 *	Membership of associations	Membership of Associations (Page 6)
GRI 102: Strategy	102-14 *	Statement from senior decision-maker	Message from the CEO (Pages 2 to 3)
GRI 102: Ethics and Integrity	102-16 *	Values, principles, standards, and norms of behaviour	Corporate Philosophy (Page 5)
GRI 102: Governance	102-18 *	Governance structure	Committee Structure (Page 7)

Category	Disclosure	Description	Page Reference and Remarks
GRI 102: Stakeholder Engagement	102-40 *	List of stakeholder groups	Stakeholder Engagement (Page 8)
	102-41 *	Collective bargaining agreements	None
	102-42 *	Identifying and selecting stakeholders	Stakeholder Engagement (Page 8)
	102-43 *	Approach to stakeholder engagement	Stakeholder Engagement (Page 8)
	102-44 *	Key topics and concerns raised	Stakeholder Engagement (Page 8)
GRI 102: Reporting Practice	102-45 *	Entities included in the consolidated financial statements	Page 3 of Annual Report
	102-46 *	Defining report content and topic Boundaries	About this Report (Page 1)
	102-47 *	List of material topics	Material ESG Factors (Page 7)
	102-48 *	Restatements of information	Not applicable as this is the first year of SR reporting
	102-49 *	Changes in reporting	Not applicable as this is the first year of SR reporting
	102-50 *	Reporting period	FY2018 (1 April 2017- 31 March 2018)
	102-51 *	Date of most recent report	Not applicable as this is the first year of SR reporting
	102-52 *	Reporting cycle	Annual
	102-53 *	Contact point for questions regarding the report	Feedback (Page 1)

Category	Disclosure	Description	Page Reference and Remarks
	102-54 *	Claims of reporting in accordance with the GRI Standards	Core options (33 items)
	102-55 *	GRI content index	GRI Content Index (Page 20 to 23)
	102-56 *	External Assurance	None
GRI 307: Environmental Compliance	DMA	Disclosure of Management Approach	Environmental Compliance (Page 9)
	307-1	Non-compliance with environmental laws and regulations	Environmental Compliance (Page 9)
GRI 401: Employment	DMA	Disclosure of Management Approach	Our People, Our Community (Page 10)
	401-1	New employee hires and employee turnover	New Hires (Page 11) Resignations (Page 12)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Welfare (Page 13)
	401-3	Parental leave	Parental Leave (Page 14)
GRI 403: Occupational Health and Safety	DMA	Disclosure of Management Approach	Creating a Healthy, Safe and Conducive Workplace (Page 15 to 16)
	403-2	Types of injury and rate of injury	Total Workplace Safety and Health (Total WSH) (Page 15)
GRI 404: Training and Education	DMA	Disclosure of Management Approach	Training and Education (Page 17)
	404-1	Average hours of training per year per employee	Training and Development (Page 17)
	404-2	Programs for upgrading employee skills and transition assistance programs	Upgrading Skills (Page 17)

Category	Disclosure	Description	Page Reference and Remarks
	404-3	Percentage of employees receiving regular performance and career development reviews	Performance and Career Development Reviews (Page 18)